

COLORIS®

CSR REPORT 2025

Extra-financial performance statement

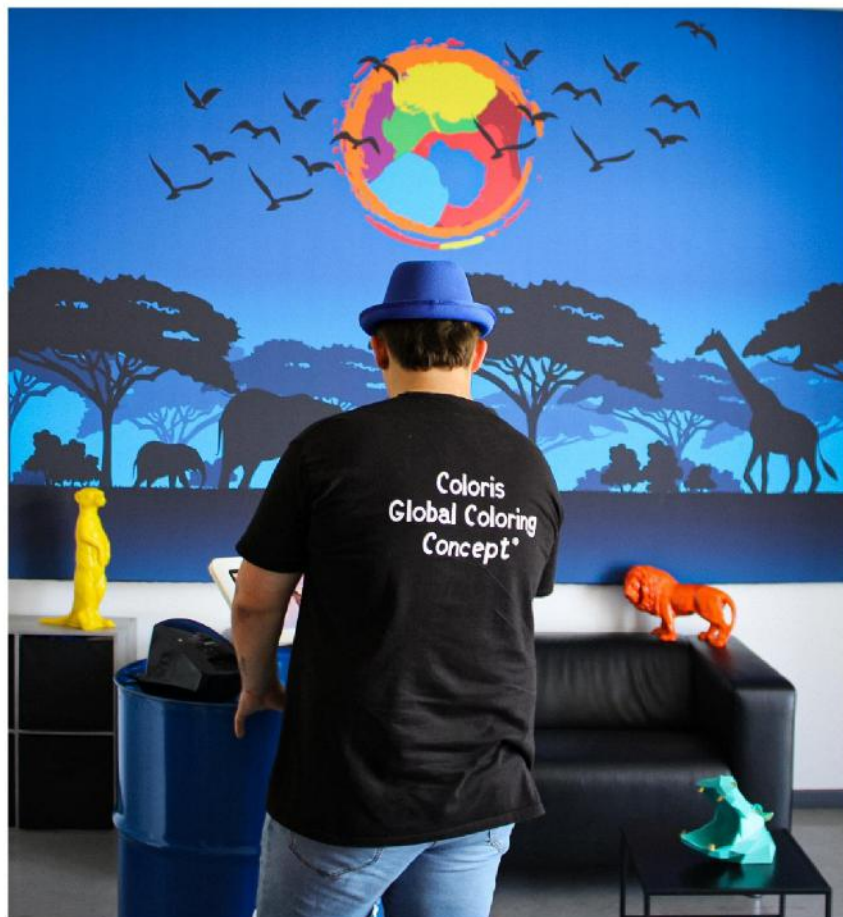


COLORIS®

N°4 - June 2025 - www.coloris-gcc.com

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Globe
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WELCOME



At COLORIS®, our passion for color goes beyond the pigment paste we conceive, manufacture and sell. It is reflected in commitment to build a more responsible, sustainable future. That respects both our environment and the team that brings our company to life.

In a constantly evolving world, where environmental, social and technological challenges are becoming increasingly significant, we firmly believe that economic performance must go hand in hand with a strong commitment to social responsibility. This 2025 edition of our CSR REPORT is a concrete illustration of that belief.

This year marks an important turning point for COLORIS®. With the publication of our first comprehensive carbon footprint report, including Scope 1 emissions, this voluntary initiative gives us a more accurate view on our overall impact. And helps guide us better in our actions to sustainably reduce our carbon footprint.

Our industrial site, based in France, fully embodies our commitment: a strong local presence, controlled manufacturing process, and

constant attention to quality, safety, and the environment. We are proud to highlight it in this report as it represents the expertise, rigor, and know-how that are the strength of COLORIS®.

As a human-sized company, COLORIS® is deeply committed to training young talents and supporting its employees over the long term by offering a stable, stimulating and meaningful work environment. This commitment lies at the heart of our corporate culture.

COLORIS® embodies strong and authentic values through its acronym PHARE (lighthouse in French) which lights the way through its commitment to both clients and employees.

Pleasure is at the heart of our activities and professions. Honesty is essential in all interactions, ensuring transparency and integrity. Adventure reflects our spirit of innovation and discovery, always seeking new opportunities for renewal. Rigor is key to ensuring quality and precision in every project. Efficiency translates into concrete, high-performing solutions that meet clients' needs quickly and reliably. In this way, COLORIS® strives

to create a work environment and build relationships based on these fundamental values.

Finally, we firmly believe that it is through our ability to innovate, to constantly rethink our processes, and to adopt new technologies that we will be able to meet the challenges of the future. Whether in the search for more eco-friendly formulations or in the optimization of our production methods, innovation is our driving force to remain at the forefront while upholding our CSR commitments.

We are particularly aware of the ongoing transformations and aim to anticipate and integrate major developments such as artificial intelligence, not as an end in itself, but as a lever for optimization, creativity, and agility, serving both our performance and our responsibility.

It is thanks to the trust of our clients, the dedication of our employees, and the loyalty of our partners that we are able to continue moving forward with both ambition and clarity. Together, let's give color the power to build a sustainable future.

Thank you for your trust and

01



**COLORIS®,
FRENCH
COMMITTED
PLAYER**

OUR HISTORY

1989 - 1991	Creation of the Research Center laboratory in Marseille
1992	Prospecting abroad
1993	1st sales in Spain
1995	Signing of the 1st major contrat : CUB technology transfer with POLIFARB in Poland
1998	Creation of the COLORIS® brand
2001	Creation of COLORIS® GCC and alliance with RHODIA for global development
2002	Official launch of USF colorants
2003 - 2006	Increase in the number of customers worldwide and in turnover
2007	The alliance with Rhodia ends
2008 - 2010	Development race
2010	COLORIS® certified ISO 9001 for the first time
2011	Construction of a production unit in Pamiers (09)
2012	Start of COLORIS@ PRODUCTION. Tonnage : 1000 tonnes manufactured the 1st year
2015	COLORIS® PRODUCTION manufactures 2000 tonnes/year
2016	Construction of the 500 m2 extension to the Pamiers plant, with a new laboratory for the installation of the R&D departement (initially in Marseille)
2018	COLORIS@ certified ECOVADIS for the 1st time
2019	COLORIS® certified ISO 14001 for the 1st time
2020	Construction of a building dedicated to the manufacture of cosmetics ingredients and to the storage of finished products. Certification process according to the GMP of the EFFCI standard
2021	COLORIS® certified EFFCI GMP for the 1st time
2022	Edition of the 1st CSR report and COLORIS@ wins the ECOVADIS platinum medal for the first time
2023 - 2024	COLORIS@ awarded the ECOVADIS Platinum medal for the second year running
2025	COLORIS® obtains the ECOVADIS GOLD medal

OUR KEY FIGURES

20

Turnover in millions of
euros

45

Export countries

50

Employees

2e

European producer

51300

m²
Site surface

2700

Tonnes
in 2024

3800

Storage capacity

5500

Tonnes
Production capacity



*Villeneuve-Loubet's site
Headquarter*

OUR BUSINESS



*Pamiers'site
Production plant and R&D lab*

COLORIS® is a french family-owned industrial company that develops and manufactures colouring product for various industries, as well as ingredients for personal care cosmetics.

in a few words...

- French company, family-owned, human-sized, exporting all over the world.
- Manufacturer of colorants and pigment dispersions for paints, plastics, and leathers.
- Manufacturer of ingredients for cosmetic products for personal care.
- Providing a wide range of colorimetric and digital services.

With a production and logistics site of more than 7100m², a Research & Development center and a technical assistance and digital center.

Inventor of a unique dispersion technology, patented worldwide.



*La Penne sur Huveaune's site
Colorimetry and digital lab*



OUR VALUES

The Core Values of COLORIS®: Confidentiality, Quality, Service, Innovation, Responsibility, and Flexibility

The backbone of our company

We place **confidentiality** at the heart of everything we do. We understand the importance of protecting our clients' sensitive information, which is why we are committed to maintaining the highest standards of security and confidentiality in every aspect of our work.

Quality is our trademark. We constantly strive for excellence in every product we deliver and every service we provide. Our commitment to quality means our clients can always rely on us to offer dependable and long-lasting solutions.

Customer **service** is our top priority. We believe in a customer-centric approach, listening carefully to their needs and providing tailored solutions that exceed expectations.

Our dedicated team is always there to offer exceptional support at every stage of the process.

Innovation is our driving force. We are constantly seeking new ideas and technologies to improve our products and services, offering our clients innovative solutions that meet the challenges of the modern world.

Reactivity is our commitment. We understand the importance of quickly adapting to our clients' changing needs. Our team is agile and ready to act swiftly to deliver effective solutions, no matter the challenge.

Flexibility is our strength. We recognize that every client is unique, which is why we adapt to their specific needs. Our flexible approach allows us to provide customized solutions that meet the individual requirements of each client.

02



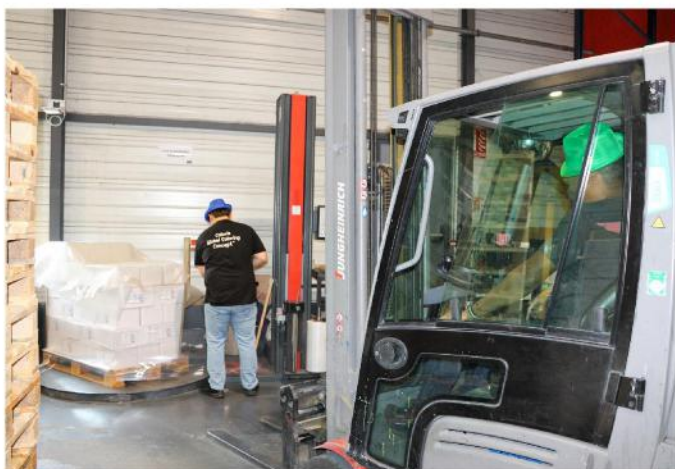
CSR GOVERNANCE

STAKEHOLDER EXPECTATIONS AND REQUIREMENTS



CUSTOMERS & CONSUMERS

LISTEN: Matching our offer to their needs
SATISFY: quality, deadlines, costs, relationships
REASSURE: reliability, durability
RESPECT: environmental, social and health requirements



EMPLOYEES

MOTIVATE with clear and stimulating assignments
ENSURE people's health and safety
WATCHING over the working environment, well-being and personal development
DEVELOPING skills, talents and pay scales
COMMUNICATE harmoniously



AUTHORITIES

COMPLY with regulatory and reporting requirements
REDUCE emissions and environmental impact
APPLY measures and regulations
COMMUNICATE transparently

“

OUR STAKEHOLDERS ARE AN ESSENTIAL PART OF OUR CORPORATE SOCIAL RESPONSIBILITY APPROACH. AS DIRECT OR INDIRECT PLAYERS, THEY PARTICIPATE IN THE COMPANY'S ACTIVITIES AND IN THE CREATION OF VALUE. THEY CAN INFLUENCE DECISION-MAKING. THEY ARE RESPECTED AND VALUED.

”

SERVICE SUPPLIERS

BUILDING a relationship of trust
BE flexible, solvent and available
CLARIFY our CSR and environmental needs and requirements



LOCALS

MONITOR the impact of our activity
COMMUNICATE transparently and proactively
WORKING TOGETHER harmoniously



BANKS & INSURANCE

MONITOR the company's financial health and business continuity
REDUCE risks
MAINTAIN good relations with our partners





RISKS & OPPORTUNITIES

In order to integrate corporate social responsibility into its strategy, COLORIS® has implemented a CSR approach that goes hand in hand with a strategic approach for defining its most relevant social commitments, in line with the interests of the Group and those of its stakeholders. These strategic commitments are rolled out operationally and monitored at business level. The Group's CSR strategy is the direct responsibility of Gregory Yadan, Chairman of the Group. It is the Chairman who validates the CSR Policy.

This policy affirms the commitment of the members of the Executive Board and all COLORIS® employees to these issues. The QHSE and CSR Manager is responsible for steering the resulting CSR approach, coordinating and implementing the CSR

strategy within the Group's various functions and companies.

He is also responsible for internal and external communication, raising awareness and training employees in CSR issues, and sharing best practice within the Group.

The Management System fully integrates the identification and management of risks and opportunities that have an impact on processes, the conformity of products and services, industrial hygiene, regulatory requirements and customer satisfaction. COLORIS® plans and implements proportionate actions in response to the risks and opportunities within the various processes. This risk analysis also takes into account the cosmetics business.

SOCIAL & HUMAN RIGHTS

RISKS:

- Recruitment difficulties in certain professions
- Non-compliance with the principle of equal pay
- Violation of personal data (GDPR Infringement)
- Violation of fundamental human rights by our employees and/or during the product lifecycle

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- alert procedure for non-compliance with company policy
- Skills development plan management
- Employment and professional inclusion policy for people with disabilities
- Anti-discrimination policy
- Calculation of the gender equality index
- Social dialogue
- Code of Conduct
- Implementation of a GDPR compliance program

HEALTH & SAFETY AT WORK

RISKS:

- Occupational risks related to the work environment
- Company activities potentially exposing workers to hazardous chemical agents

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Occupational health and safety policy
- Risk assessment of exposure at workstations
- Hazardous substances elimination initiative
- quality of life at work improvement initiative

INDUSTRIAL SITE SECURITY & SAFETY

RISKS:

- Fire
- Chemical spreading
- Intrusion and physical damage to facilities

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Fire defense plan developed with SDIS and DREAL
- Site protection protocol in case of chemical spreading, environmental analysis with pollution prevention program
- Entire site equipped with containment systems
- Site under video surveillance

ENVIRONMENTAL IMPACTS OF OUR ACTIVITIES

RISKS:

- Accidental chemical spills
- Neighborhood complaints due to noise pollution
- Pollution (effluents, waste, emissions)

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Environmental analysis according to ISO 14001 with pollution control program
- Noise study at property boundaries compliant with regulations since site creation
- Monitoring of atmospheric emissions and groundwater
- Waste monitoring and continuous search for recovery solutions

SUSTAINABLE USE OF RESOURCES

RISKS:

- Energy costs
- Carbon footprint
- Water consumption

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Monitoring of energy consumption and exploration of savings opportunities
- Carbon footprint calculation
- Monitoring of water consumption and installation of a closed-loop washing water station to ensure resource savings

RESPONSIBLE PURCHASING

RISKS:

- Impact of supplier activities on CSR areas
- Disruptions in the supply of strategic raw materials (e.g., supplier failures, single-source situations, natural disasters...)
- Use of conflict minerals by our suppliers

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Responsible purchasing policy, supplier evaluation
- Supplier integrity declaration
- COLORIS® disengagement in case of non-compliance with charters and purchasing policies
- Implementation of alternative material solutions and dual sourcing
- Development of an e-learning training and awareness quiz on corruption risks and issues
- Dedicated sheet for raw material creation in compliance with REACH requirements

CONSUMER HEALTH & SAFETY

RISKS:

- Microbiological contamination risks in cosmetic ingredients

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Strict sanitary protocol and monitoring of microbiological contamination risks
- Awareness and training on hygiene measures
- Alert and product recall procedure in case of contamination

ANTI CORRUPTION

RISKS:

- Risks of corruption, conflicts of interest, and fraud in commercial activities
- High exposure to corruption risk for certain roles (buyers, site managers, financial directors)

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Implementation of an anti-corruption policy
- Development of an e-learning training and awareness quiz on corruption risks and issues
- Development of an ethics code

IT SECURITY

RISKS:

- Physical risks affecting equipment and network: fire, intentional destruction, external environmental disruptions (air conditioning failure, power outage, lightning...), machine breakdowns
- Risks affecting software and data: data loss, hacking, viruses, unauthorized access, data theft, system misuse, software errors during testing, various malfunctions

OPPORTUNITIES AND IMPLEMENTED ACTIONS:

- Data security charter in accordance with the General Data Protection Regulation (GDPR)
- IT security audits
- Confidentiality charter

OUR POLICY

With respect for people, their safety and the environment at the heart of its concerns, the COLORIS® Group has voluntarily committed to a Corporate Social Responsibility (CSR) approach. We are deploying our strategy to introduce the concepts of transparency, ethics and sustainable development, reconciling economic and social progress with respect for the environment, by involving everyone in the company.

Our aim is to mobilize the energies and skills of the team to provide innovative and sustainable solutions to the challenges and issues facing energy.

This action is collective; it fully involves everyone in a sustainable way. CSR is not a fixed objective, but a behavior that calls on the strength, initiative and responsibility of each individual. We are convinced of the essential purpose of this approach, and our commitment is always to promote our values. COLORIS® is therefore committed to carrying out actions based on 4 pillars:

01 Leading the responsible transition of our products and processes

- Carrying out our activities while reducing inconvenience, nuisance and discharges that have an impact on the environment
- reduce our eq CO2 emissions by 5% in 2030 in comparison with 2023.
- Preserving natural resources, particularly water, by developing a rainwater recycling system
- Promote energy savings
- Reduce our carbon footprint in the face of climate change, in particular by controlling business travel and measuring the emission in our manufacturing procedures yearly
- Protect biodiversity with innovative solutions by investing in Research and Development
- Finding alternatives to our most toxic product and develop the use of bio-based products.
- Achieve 80% of waste recovery and recycling by 2030.

02 Taking care of our teams

- To achieve our objectives while remaining attentive to the needs and expectations of each and every one of us
- Guaranteeing everyone's right to safety in the performance of our activities and in the risk prevention process
- Combating discrimination and harassment
- Adapting work to people to ensure their well being
- Developing skills, careers and access to training
- Promoting professional integration to encourage long-term employment
- Reinforce social dialogue
- Preserve freedom of association and the right to collective bargaining

03 Acting ethically and responsibly

- Integrating diversity into our teams
- Preventing and eradicating child and forced labor
- Upholding and promoting fundamental human rights
- Actively combating corruption, fraud and money laundering

04 Promoting sustainable development throughout our value chain

- Lead the responsible purchases initiative
- reduce the quantity of hazardous products and material not sourced from a responsible supply chain.
- Favor the use of recycled/reusable product and materials such regenerated solvent
- Apply due diligence with our suppliers whenever possible
- Support our clients in reducing their carbon footprint by gradually transitioning their packaging to options containing more than 50% PCR
- Promote local employment by working with companies in the region
- Collaborate closely with suppliers and service providers by fostering a relationship based on trust
- Ensure the safety and integrity of clients and consumers through product transparency



OUR COMMITMENTS AND CERTIFICATIONS

COLORIS® is evolving in a constantly changing economic context, leading to rapid changes in its environment, its customers and its competitors. Regulations are also undergoing drastic changes, leading to major developments in the market in terms of both safety and the environment. As a result, our company is adapting its product range and structure accordingly (by buying or selling companies) in order to develop its market position. These developments and challenges are regularly reviewed by management in order to adjust strategy and adapt the management system to operational needs. In this context COLORIS® is committed to certify its products and processes. COLORIS® is certified :

ECOVADIS Gold medal (CSR management system)

ISO9001 (quality management system)

ISO14001 (environmental management system)

EFFCI Good Manufacturing Practices (Good Manufacturing Practices management system for cosmetic ingredients)

These certifications are managed as part of an integrated system based on the principle of continuous improvement.



INTERNAL AND EXTERNAL AUDITS AND CONTINUOUS IMPROVEMENT



Our procedures specify the rules for initiating, preparing, carrying out and following up internal audits of the quality and environmental management system. The QSE department draws up an annual audit program covering the entire system and ensures that the auditors are qualified and independent of the departments audited. Each audit is the subject of a report. The results are examined during the management review.

The internal audit includes compliance with the EFfCI standard on good manufacturing practice for cosmetic ingredients. Indicators are monitored to check the effectiveness of our various processes. All indicators are reviewed regularly by department managers and during management reviews. Analysis of the results of the indicators can lead to actions for improvement. Risk analysis leads to an improvement action plan for each process. Risk analysis is triggered to enable continuous process improvement.

An improvement action plan is linked to management objectives. The actions to be implemented consist of ensuring the effectiveness of the system, preventing or reducing undesirable effects and adopting a continuous improvement approach.



WE SUPPORT

SUPPORT GLOBAL COMPACT



GLOBAL COMPACT

The GLOBAL COMPACT invites organizations around the world to voluntarily align their activities and strategies with universally accepted principles in key areas:

- human rights
- international labour standard
- the environment
- anti-corruption

COLORIS® has been a signatory of the United Nations Global Compact since 2020 and is committed to its 10 principles.

COMMITTEMENT TO OUR SDG GOALS

To demonstrate our commitment in concrete terms, we publish an annual Communication on Progress (COP) to report on our progress. Our COPs are available on the Global Compact website.

The 17 Sustainable Development Goals (SDGs) were defined by the Member States of the United Nations (UN) in response to the 2030 Agenda for Sustainable Development. Every company, through its decisions and activities, has an impact on its employees, customers and suppliers, but much more widely on society and the environment.

CSR is at the heart of COLORIS® strategy and is based on the desire to take full responsibility for its impacts and to transform them for the better by taking into account the expectations of all stakeholders.



03



OUR FUTURE, OUR COMMITMENTS

LEADING THE RESPONSIBLE TRANSITION OF OUR PRODUCTS AND PROCESSES



I. Environmental management

COLORIS® is strongly committed to reducing its environmental impact throughout its value chain. Based in particular on the environmental risks identified, COLORIS® is implementing a continuous improvement approach in line with its priority environmental protection issues. This approach has been ISO 14001 certified since 2019, and is fully in line with MDG 12 'Responsible consumption and production'. Thanks to robust reporting, we are able to account for the major impacts of our activities: waste, water, energy and emissions. These indicators are reviewed each year during the management review. Based on the results, areas for improvement are identified and communicated. Each year, we review the environmental analysis, which lists the significant environmental impacts, objectives and associated resources. The prevention of environmental risks and pollution is linked to the following priorities:

REDUCING WASTE at source, using in-house , recycling and energy recovery methods

REDUCING GREENHOUSE GAS EMISSIONS (controlling VOC emissions, controlling travel, etc.)

CONTROLLING ENERGY AND WATER CONSUMPTION: monitoring consumption, diagnostics, closed circuits, automatic cleaning systems, recovery and use of rainwater, renovation or replacement of production and lighting equipment, etc.

REDUCING POLLUTION of air, water and soil through controls, active monitoring and preventive maintenance

REDUCING NOISE POLLUTION installation of noise reduction systems on air extractors, including soundproofing measures...

PROTECTING BIODIVERSITY with innovative solutions from Research and Development

AWARENESS AND TRAINING on the environment

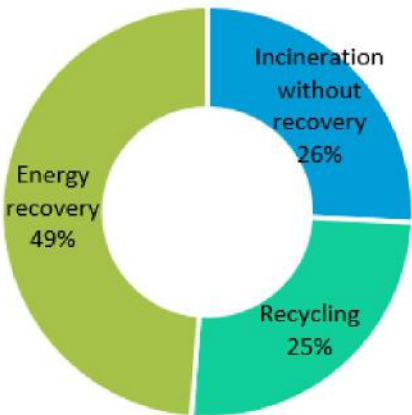
PREVENTING EMERGENCIES by updating the fire defense plan and conducting regular drills

SECURING SITES video surveillance, fire detection systems, site access control

COLORIS® invests in environmental training and awareness-raising for its employees. The new employee handbook also provides environmental instructions to all employees as soon as they join the company. As regulatory pressure intensifies, particularly with regard to the ICPE nomenclature, we are implementing training and information initiatives concerning the CLP regulation on the classification, labelling and packaging of substances and mixtures. Poster campaigns, communication campaigns and dedicated IT systems are also developed in-house to inform employees about energy-saving gestures, labelling rules, chemical risks, policies, indicators, etc.



Distribution of waste treatment
2024



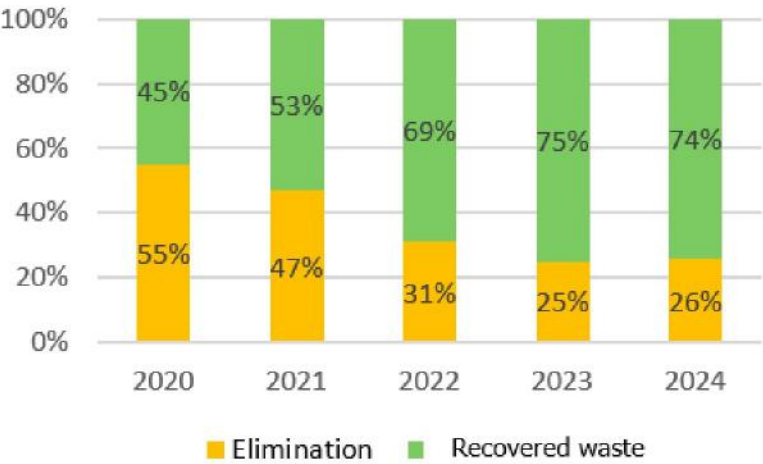
FOCUS ON WASTE

COLORIS® generates various types of waste during the manufacture of its products, such as chemical water, cleaning solvents, out-of-date paste dyes in aqueous and solvent phases, soiled packaging (cardboard, metal, plastic), etc. The objectives of our waste management policy are:

- 1. Reduce the quantities of hazardous waste generated by our activities
- 2. To recover an increasing proportion of the waste generated (landfill is excluded from our policy)
- 3. Raising employee awareness of selective sorting

Waste recovery and recycling account for 74% of our waste treatment, and this figure has been rising by 5 points since 2022. Our objective is to reach a waste recovery and recycling rate of 80% by the year 2030.

Share of waste recovery per year





PCR packaging – made from recycled materials



Waste compactor



Renewal of eco-grazing on our industrial site



Donation of pallets to the association AUTISM'PRO LES JARDINS BLEUS

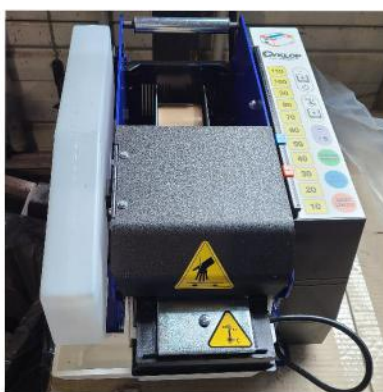
Examples of Environmental Initiatives



Recovery of heat from the refrigeration unit to be used for heating



Implementation of glassine recycling to produce insulation materials



Use of starch-based adhesive for carton packaging



Return of label rolls to the supplier for rewinding and reuse



2. Pollution Prevention

It is essential to ensure a high level of satisfaction from our customers while constantly striving to reduce our environmental impact, by limiting our emissions, preventing pollution and complying with regulations. The environmental analysis is carried out for COLORIS® in order to identify and assess the environmental impact of all the company's activities and services covered by the Quality and Environmental Management System, under all operating conditions.

RISK ANALYSIS This involves identifying environmental aspects in the form of a list for the different phases of operation and quantifying the impact factors on the basis of field measurements, staff interviews, company data sources and regulatory data.

HANDLING EMERGENCY SITUATIONS: The sites are equipped with the necessary fire-fighting and fire spreading equipment (fire extinguishers, RIA, PIA, pressure boosters, BAES, smoke vents, fire-spreading kit, etc.), checked annually by an APSAD-certified service provider. Since 2024, COLORIS® has been equipped with an automatic extinguishing system to protect the technical electrical rooms and ensure business continuity.

STAFF TRAINING for all these situations. The newcomer's handbook provides these instructions in the event of an accidental spill or evacuation. Finally, noise pollution can also occur. We monitor noise levels in the vicinity of our site to ensure that our activity does not generate noise pollution. These checks are carried out by approved organizations.



Treatment of VOC emissions

Controlling VOC emissions from the use of organic solvents is one of COLORIS® environmental policy priorities. To effectively reduce our VOC emissions, we take action at various levels. We capture emissions at source and have them checked annually by approved organizations. The R&D department is constantly working to find substitutes for products that generate VOCs. Our Pamiers site is subject to a prefectural decree setting occupational exposure limit values.



3. Product Life Cycle



Raw materials are selected by the Research & Development laboratory based on the desired performance and their CLP labeling. Whenever possible, the origin of the supply and the manufacturing process are also considered, with the goal of choosing raw materials that have the lowest environmental impact (energy, resources, pollution) and minimal health risks. An ethical criterion is also taken into account. For example, COLORIS® conducts due diligence with its suppliers to ensure that conflict minerals are not included in our raw

materials. COLORIS®' DNA is increasingly shaped by this commitment and collective awareness in favor of sustainable sourcing for future generations.

Manufacturing is carried out through a simple cold-mixing process. Close monitoring of key indicators such as First Time Right (FTR), site energy consumption, and waste production helps minimize the environmental impact during the production phase.

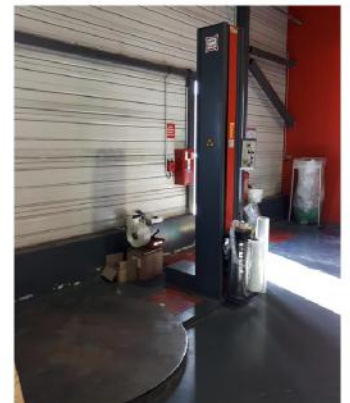
Efforts to optimize logistics flows between the production site and the distribution

platform, as well as the careful selection of transport providers, help control transportation costs while reducing air emissions.

Product labeling, safety data sheets, and product specification sheets provide users with the necessary information to apply the product under optimal conditions for performance and safety. The product life cycle is considered at every stage, and COLORIS® is committed to reducing impacts wherever the company can exert influence.

FOCUS ON OUR ACTIONS

Among the concrete actions taken to improve the product life cycle, we are actively working on reducing waste at our clients' sites. The wrapping of pallets of finished products for shipment generates significant plastic waste. We have chosen to switch to pre-stretched film, which reduces plastic consumption by 50%. As a result, our clients experience a significant reduction in plastic waste.



Another major initiative that marks a turning point in our commitment to sustainability and environmental protection involves packaging. COLORIS® has begun using PCR (Post-Consumer Recycled) packaging to replace 100% virgin plastic packaging.

What is PCR Packaging?

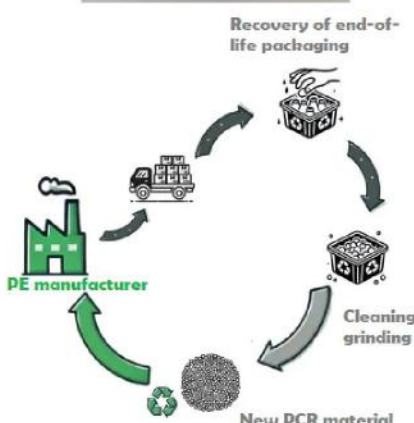
PCR packaging is made from recycled materials sourced from post-consumer products. Unlike virgin plastics, which are derived from fossil resources, PCR materials come from recycling processes, significantly reducing our carbon footprint.

Why Is This Change Important?

Reduced Environmental Impact: By using recycled materials, we decrease the amount of plastic waste ending up in landfills and oceans.

Circular Economy: PCR packaging supports a circular economy where materials are reused and recycled, reducing the need for new plastic production.

Social Responsibility: Aware of our societal responsibility, we are committed to reducing environmental impacts for both our clients and end consumers.



4. Sustainable use of our resources

Water consumption



Water is at the heart of COLORIS®'s business. It is involved in many phases of production. We use it in the composition of our products and during the cleaning of production tools. As with all our CSR indicators, COLORIS® has set itself the target of reducing water consumption per ton of product by 15% by 2023 compared with 2018. This target has been met, with a reduction of 27%. Each year, the rate of achievement of this target is calculated within the scope of certification, based on the water consumption recorded at each industrial site, and then analysed at the management review. Based on the results measured, areas for improvement are identified and then passed on to the operational level.

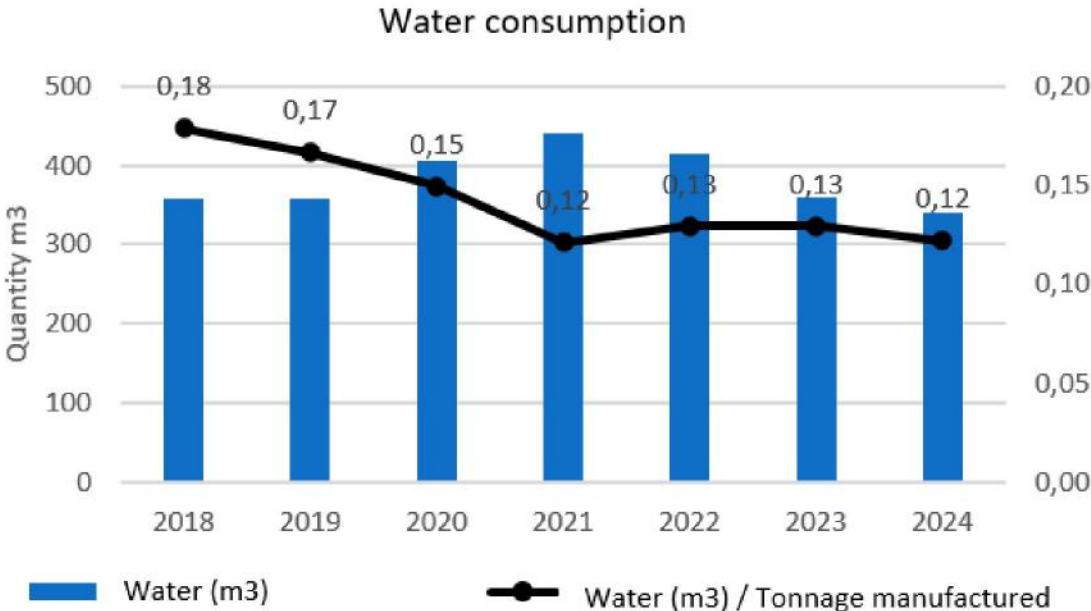
Our water policy is integrated into the ISO 14001-certified Environmental Management System. The improvement actions identified to reduce water consumption are included in the environmental analysis and the associated action program. To reduce its water consumption, COLORIS® is working in 3 areas:

REDUCE WATER CONSUMPTION
by implementing specific measures and raising staff awareness aimed at reducing water

consumption (closed circuits, automated cleaning systems in place), and by monitoring equipment consumption with the installation of remote meter reading to detect leaks and abnormal consumption in realtime.

REUSING WATER by setting up a station to recycle and reuse cleaning water on the production site.

RATIONALISING WATER by collecting and using rainwater for industrial purposes. We currently have a 360 m3 rainwater reservoir that collects all the roof water from our buildings. This system enables us to maintain a permanent reserve dedicated to firefighting. As rainfall is significant, this reserve has an overflow, so that the overflow of water is returned to the groundwater. With a view to optimizing these volumes, COLORIS® is working on a project to reuse all or part of this rainwater for the process. This continuous improvement approach is fully in line with Sustainable Development Goal 6 'Clean water and sanitation'



Energy consumption

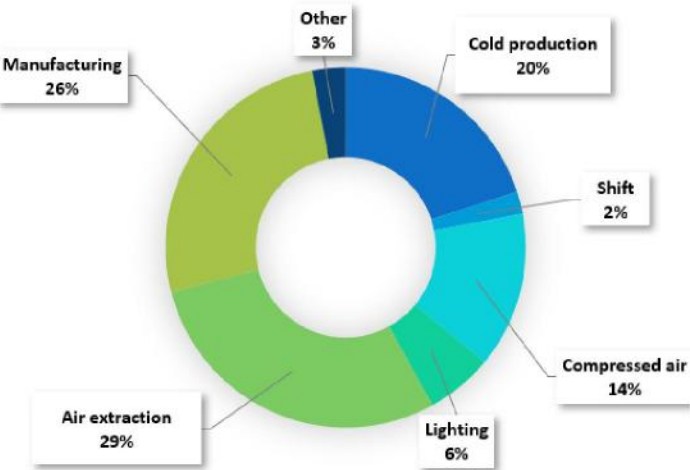


COLORIS®'s industrial activities use electrical energy. Our energy management is based on the following principles:

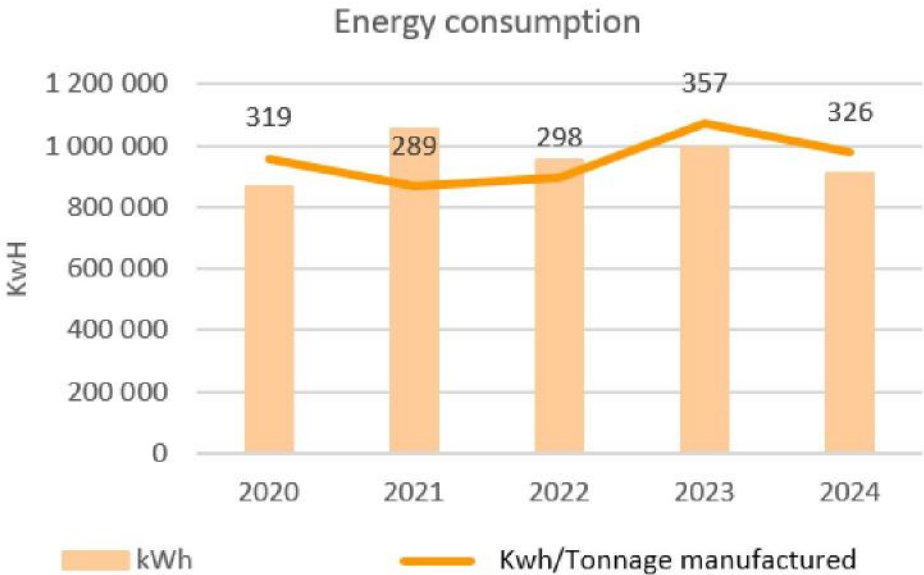
- Drawing up an energy policy to use energy more efficiently;
- Carrying out diagnostics to better identify significant energy uses and take targeted decisions;
- Careful monitoring and ongoing control of energy consumption.

Every year, our industrial sites invest in equipment that consumes less energy (replacement of refrigeration units with more recent models, installation of LED lighting, replacement of compressors with models that consume less energy, automation of heating systems, replacement of motors with variable speed drives). In addition, employees are made aware of the need to take action to save energy. The reduction efforts we have been making for several years now have enabled us to significantly improve the energy efficiency of our industrial site.

Energy consumption distribution



The reduction efforts we initiated several years ago have significantly improved the energy efficiency of our industrial site. In 2024, the Group reduced its total energy consumption per ton of product by 8.6% compared to 2023.



5. Global Climate Commitment



Global CO2 emissions continue to rise and have more than doubled since 1990. Taking action to combat climate change is therefore a key priority for COLORIS®.

The Group President is responsible for the company's climate and energy policy, as well as its strategy for adapting to the consequences of climate change. To this end, he chairs the CSR Committee, which is in charge of implementing COLORIS®' climate and energy commitments. Based on its analysis, the CSR Committee defines strategic directions and monitors their implementation and progress. During the annual management review, progress and the necessary means to achieve our new objectives are examined in detail. These reviews also address quality, environmental, and energy-related issues.



The Group's governance mechanisms also contribute to the deployment and operational implementation of COLORIS®' climate and energy policy across the company's various entities. The Executive Committee (COMEX) monitors the achievement of objectives and their alignment with key challenges six times a year, based on a dashboard provided monthly by the QHSE-CSR unit.

Based on this information, the COMEX maintains overall oversight of climate-related matters, enabling its members to:

- Review and guide the strategy
- Steer key action plans
- Review and align annual budgets accordingly
- Monitor and supervise progress toward climate-related goals
- Guide risk management policies

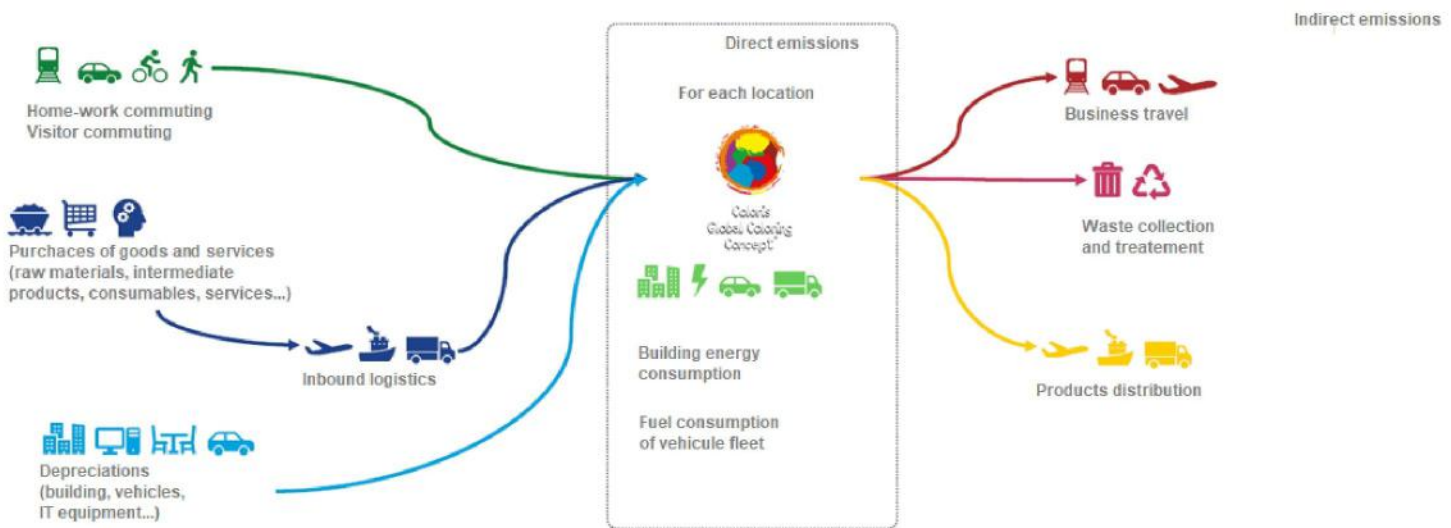
The QHSE-CSR unit is responsible for implementing these action plans and achieving the defined objectives. It also contributes to the assessment and management of risks and opportunities.

Each year, the President reviews and approves the CSR report, which outlines the company's achievements, strategy, and objectives for the past fiscal year. This includes a review of program implementation and progress toward climate goals.

Focus on the Carbon Footprint

As a committed stakeholder, COLORIS® has chosen to assess its greenhouse gas emissions and engage in a transition process through the Diag Décarbon'action program offered by Bpifrance, in partnership with ADEME and in collaboration with ABC. In 2024, we undertook this major initiative to establish a comprehensive carbon footprint assessment, covering Scopes 1, 2, and 3 for the 2023 fiscal year. This study was conducted by the consulting firm ALTOPI.

The scope of the assessment included the following elements:



Based on this scope, COLORIS® emitted 6,898 tonnes of CO₂ equivalent in 2023.



COLORIS®' emissions profile is typical of a manufacturing company. The main challenge lies in the composition of the products themselves: raw materials account for 84% of total emissions, making them the largest contributor. Beyond the carbon emissions associated with material inputs, we are also dealing with chemical products that may pose risks to both health and the environment. The uncertainty rate of the assessment is 45%. COLORIS® is committed to a process of continuous improvement, and this first GHG inventory serves as a foundation for identifying key areas of focus.

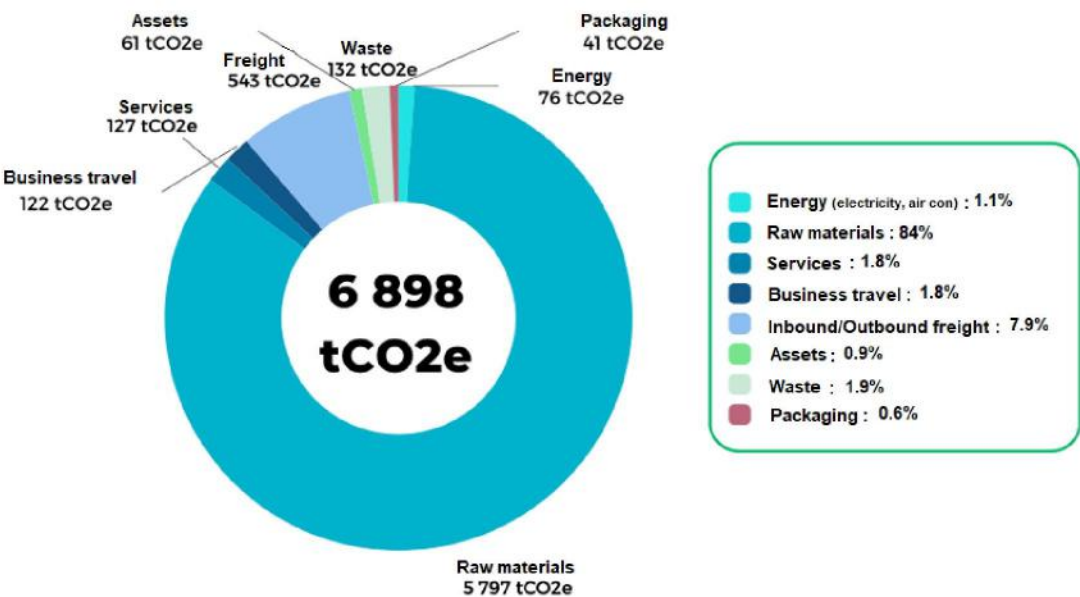


Breakdown of GHG Emissions by Source

Chemical products are the main source of greenhouse gas emissions, accounting for nearly all emissions (99.48%). Other categories such as water, wood, and monetary ratios have a negligible impact in comparison.

Freight represents the second-largest source of emissions at 7.9%. Road transport is the primary contributor (86.6% of total freight emissions), due to its widespread use for local and regional distribution. Outgoing road freight (deliveries) has a greater impact than incoming freight (supply).

Waste is the third-largest source of emissions, accounting for 1.9%. Within this category, plastic waste is by far the most significant contributor, representing 82.8% of emissions. This highlights plastic waste as the main area for action to reduce the carbon footprint associated with waste.



FOCUS ON OUR TRANSITION PLAN

This is the target set by COLORIS® for reducing its relative greenhouse gas (GHG) emissions by 2030 compared to 2023, in order to align with national GHG reduction objectives.



ECO-DESIGN

- Develop knowledge and expertise in eco-design through the use of raw materials
- Promote eco-design in product development
- Increase the share of eco-responsible products sold
- Seek partnerships and foster innovation



WASTE

- Optimize the collection and treatment of waste (chemical products, packaging, etc.)
- Reduce the volume of raw materials used

LOGISTICS

- Develop a responsible purchasing policy
- Reduce shipment volumes
- Increase transported tonnage
- Favor alternative modes of transport over road transport
- Optimize road transport operations



INDICATORS

OBJECTIVES

2023

CARBON FOOTPRINT – AIR

Total carbon footprint in tonnes of CO₂e – Scope 1
 Total carbon footprint in tonnes of CO₂e – Scope 2
 Total carbon footprint in tonnes of CO₂e – Scope 3
 Total carbon footprint in tonnes of CO₂e
 CO₂e ratio per €1,000 of revenue
 CO₂e ratio per employee
 CO₂e ratio per tonne of product sold

Reduce CO₂ emissions by 5% by 2030 compared to 2023
 Reduce CO₂ emissions by 15% by 2050 compared to 2023

45.6 TCO₂e
 37.6 TCO₂e
 6814 TCO₂e
 6898 TCO₂e
 0.364
 143.7
 2.56

ENERGY – ELECTRICITY

Electricity consumption
 Electricity consumption ratio per tonne produced
 Share of renewable energy (according to our supplier)

Reduce electricity consumption by 10% by 2025 compared to 2019

1 137 387 kWh
 408.7 kWh/T
 13.6%

ATMOSPHERIC EMISSIONS

Quantity of VOCs
 Quantity of CH₄
 Quantity of dust

Limit VOC emissions to 110 kg/year
 Limit dust emissions to 100 mg/Nm³/sec

36 kg/year
 11 kg/year
 3 kg/year

WATER

Water consumption in m³
 Water consumption ratio per tonne produced
 Quantity of pollutants discharged into water
 Share of recycled water used for washing operations

Reduce water consumption by 10% by 2025 compared to 2019
 Zero pollutants discharged into water

359 .69 m³
 0.13 m³/T
 0 tonne
 15%

WASTE

Total factory waste of which hazardous waste (DID) of which non-hazardous waste (DIB) of which non-hazardous cardboard/plastic waste
 Total waste ratio per tonne produced
 Hazardous waste ratio per tonne produced
 Non-hazardous waste ratio per tonne produced
 Cardboard/plastic waste ratio per tonne produced

Achieve a waste-to-production ratio of less than 5.5%

191 T
 162 T
 13 T
 16 T
 6.9%
 5.8%
 0.5%
 0.6%

RECYCLING

Rate of recovered or recycled waste
 Quantity of plastic sent for recycling
 Quantity of pallets reused

Reach 80% of waste recovered or recycled by 2030
 Increase recycling rate by 10% by 2025 compared to 2020

75%
 15 T
 32 T

ENVIRONMENTAL INCIDENTS / ACCIDENTS

Number of refrigerant fluid leaks
 Number of environmental incidents
 Number of environmental accidents

Zero environmental incidents or accidents

0
 0
 0

PRODUCT LIFE CYCLE – COMMITMENT

Percentage of staff trained on environmental topics
 Regulatory compliance rate
 Percentage of sites certified ISO 14001
 Number of major non-conformities following external ISO 14001 audit
 Number of minor non-conformities following external ISO 14001 audit
 Number of product recalls (consumer safety)

25%
 >90%
 33%
 Zero non-compliance
 Zero non-compliance
 zero recall cases

18.75%
 97%
 33%
 0
 0
 0

2024

Objectives
2025

aculation in
process

43.32 TCO2e
35.72 TCO2e
6473.8 TCO2e
6553 TCO2e
0.345
136.5
2.43

908 329 kWh
326 kWh/T
13.3%

870 613 kWh
350 kWh/T
14%

92kg/year
6kg/year
1.8 kg/year

50 kg/year
16 kg/year
11 kg/year

389.62 m3
0.14 m3/T
0 tonne
13%

330 m3
0.12 m3/T
0 tonne
15%

161 T
132 T
13 T
16 T

151 T
110 T
12 T
15 T

5.8%
4.8%
0.5%
0.6%

5.5%
4%
0.45%
0.55%

74%
16 T
41 T

76%
15 T
42 T

0
0
0

0
0
0

21.57%

25%

98%
33%
0

98.5%
33%
0

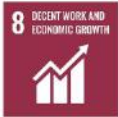
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CARING FOR
OUR TEAMS



1. Developing Talents



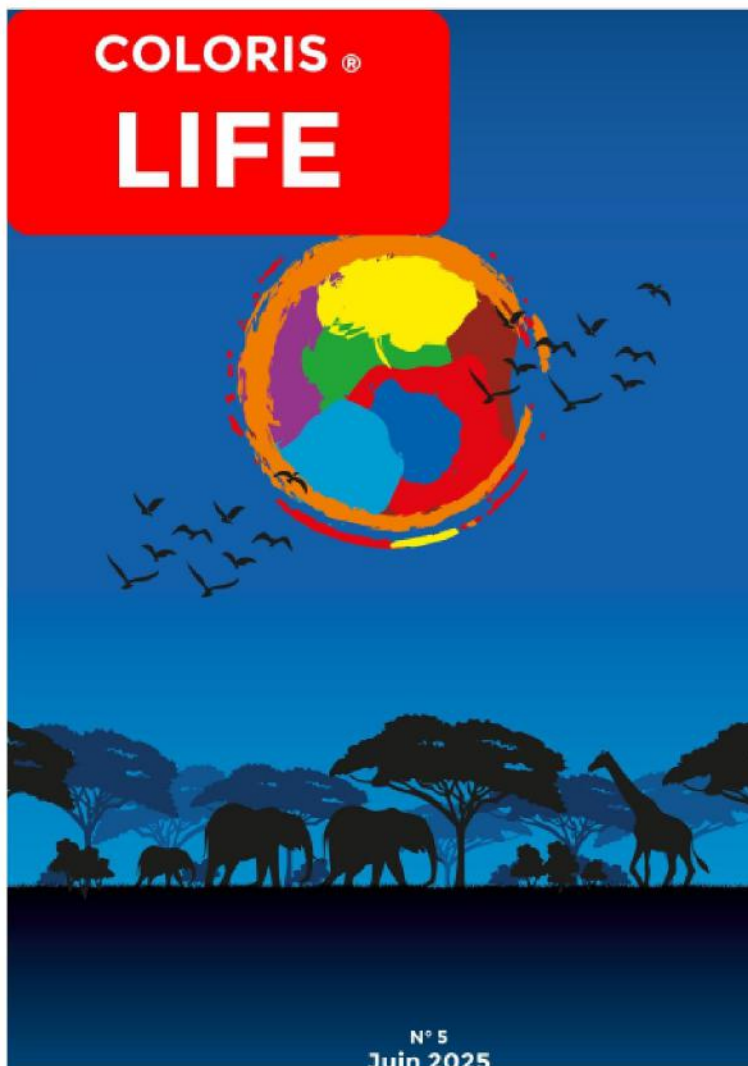
COLORIS® aims to attract and inspire talent by ensuring the well-being of all its employees. We are fully committed to creating an environment where people want to grow and stay with us. Kindness and well-being are essential to the fulfillment and productivity of each individual. We actively promote inclusion, team spirit, and diversity.

With operations spread across three geographical sites, internal communication can sometimes be challenging. To address this, we launched the COLORIS® LiFE magazine, with the first edition published in 2022. This participatory

magazine allows all employees to contribute articles and share their voices.

We also offer training programs to develop professional skills.

We listen to our employees and provide training tailored to their development needs, helping them grow and thrive. An onboarding and career development sheet is created upon hiring and follows each employee throughout their journey within the Group, allowing us to track their progress over time.



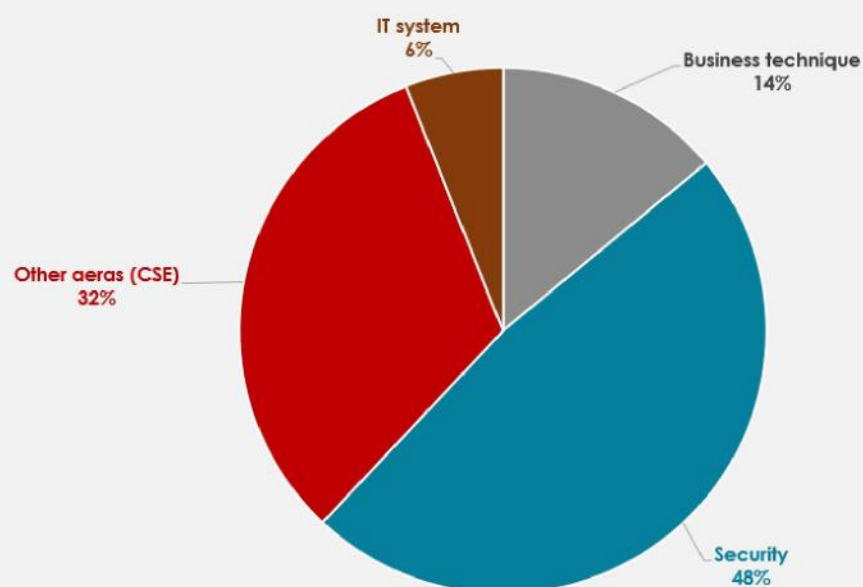
**Team
cohesion is
one of our
core values**

FOCUS ON SKILLS DEVELOPMENT



TRAINING

Breakdown of training hours by topic



Coloris Global Coloring Concept



Each year, we organize full-team meetings. Learning to work together and getting to know one another helps us better manage the various situations we may face and become more effective as a team.

Kiss time

KEEP IT SMART AND SIMPLE Directly inspired by LEAN Management, this short-interval meeting format is held weekly. Each department manager gathers their team to review key performance indicators and progress toward objectives.

Beyond performance tracking, this is a valuable moment for open dialogue, where employees are encouraged to share challenges, report safety concerns, and suggest improvements.

After four years of implementation across departments, the initiative continues to be a success. Thanks to this approach, employees have seen significant improvements in their workspaces and shared areas — including the development of 5S practices, optimized workflow, and enhanced quality of work life.

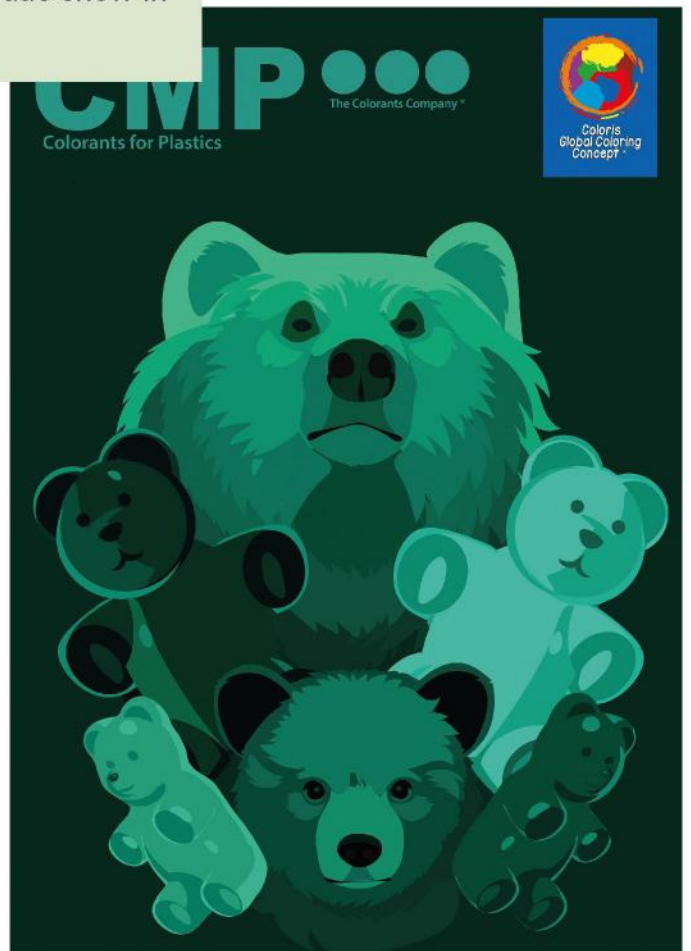
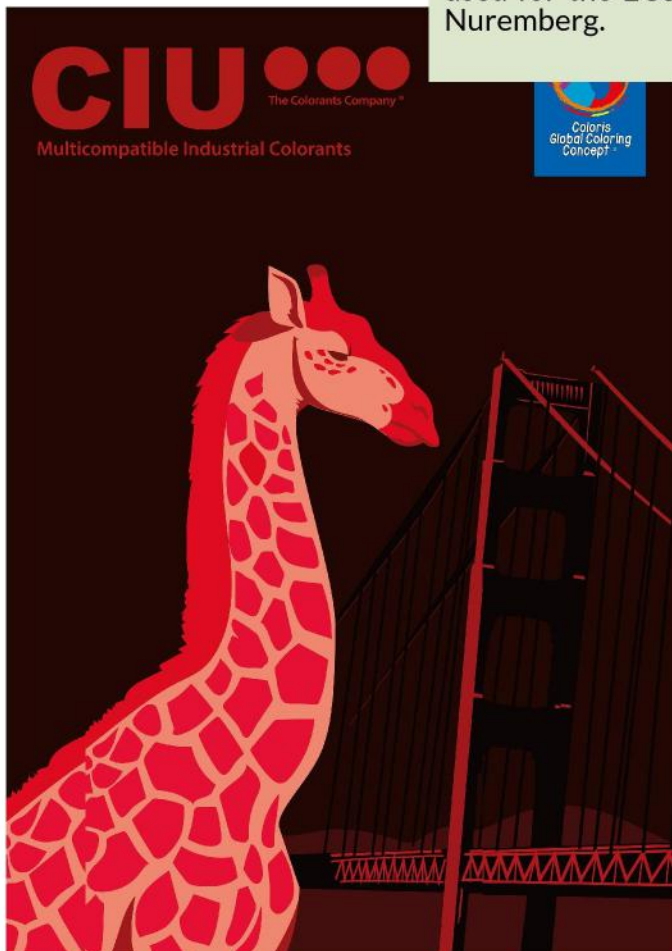




Showcasing Our Employees' Talents and Passions

We take pride in highlighting the unique talents and passions of our team members.

One example: a colleague from our Operations department is also a talented illustrator and author. She creates all of our visual materials, including those used for the ECS trade show in Nuremberg.





French Ma Colorants & Pig

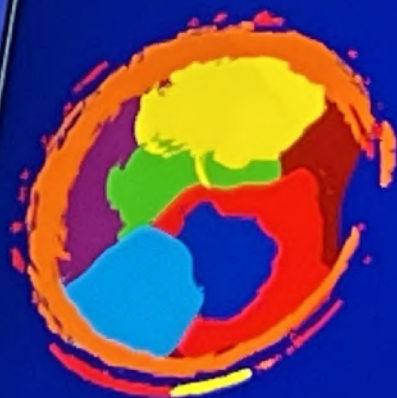




Manufacturer of
ment Dispersion



Coloris
Global Coloring
Concept®



Glo
C



CMP

The Colorants Company



Coloris
Global Coloring



2. . Preserving People

To prevent occupational risks within the company, including those related to hardship factors, COLORIS® works collaboratively with all relevant stakeholders. Management and leadership are responsible for driving the prevention approach and the resulting actions. The Social and Economic Committee (CSE) and occupational health services are also actively involved. Finally, all employees play a key role—from identifying risks to developing and implementing a prevention action plan.

COLORIS® bases its health and safety management on risk

analysis through the following areas:
Assessing occupational risks using the Single Risk Assessment Document to identify, analyze, and prioritize risks, enabling the implementation of relevant preventive actions. For this, we use the dedicated software PREVISOF.

Analyzing and addressing accidents and near misses to identify root causes and implement corrective or preventive measures.

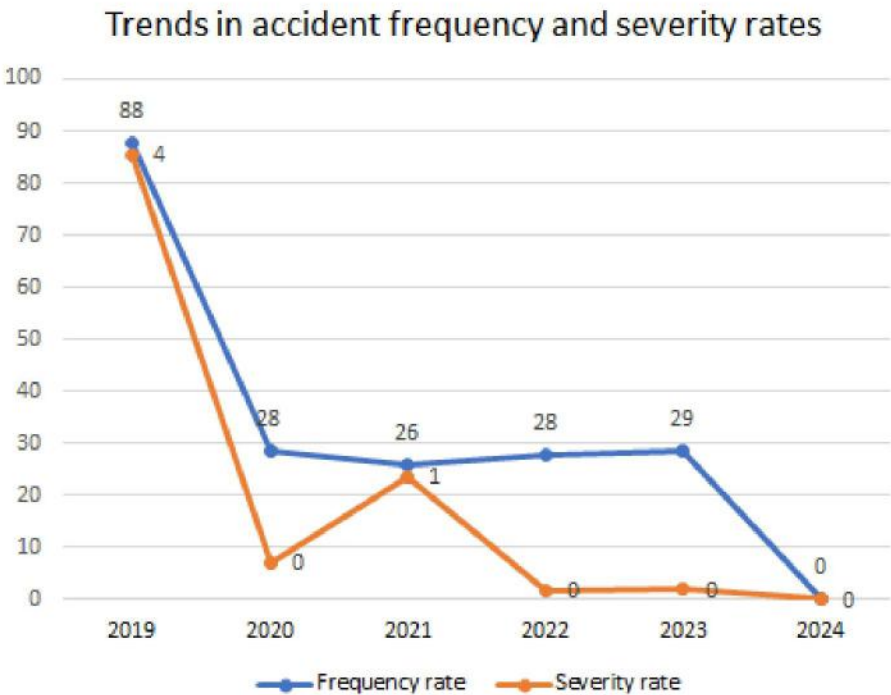
Conducting on-site inspections to identify hazardous areas and situations in workshops and

laboratories (equivalent to internal field audits).

Welcoming all new arrivals (employees, temporary workers, subcontractors) with mandatory onboarding supported by the Newcomer Manual, which presents company risks and safety instructions. During this onboarding, general and enhanced safety training is provided.

Providing workstation-specific safety sheets detailing potential risks and instructions to follow.

Regarding the prevention of work-related hardship, we annually analyze criteria such as noise and vibration. To date, no hardship factors have been identified within the company. Nevertheless, custom-molded earplugs have been provided to exposed employees for auditory comfort. Additionally, when purchasing new machinery, we consider noise levels and aim to reduce waste generation and/or include additional soundproofing kits.



Chemical Risk Prevention



Given the nature of our activities, chemical risk prevention is an integral part of our safety approach. Chemical risks result from exposure to hazardous substances or their use, which can have harmful effects on health. At COLORIS®, chemical risk prevention is based on:

Identifying hazardous substances present in our operations

Conducting thorough and rigorous risk assessments, especially for carcinogenic, mutagenic, or reproductive toxic substances (CMRs), using the SEIRICH software

The results of these assessments are shared with occupational health services and employee representatives. In general, our actions prioritize the elimination or substitution of hazardous substances and processes with safer alternatives, along with collective protective measures.

Additional measures include:

Information, awareness, and training for employees on chemical risks from the moment they join the company, regardless of their role

Implementation of hygiene measures (individual and collective): specific PPE available on request (e.g., non-powdered nitrile gloves, cartridge masks, coveralls)

Emergency procedures in case of exposure, with trained Workplace First Responders

Health monitoring of exposed employees in collaboration with occupational health services

Detection of abnormal solvent levels in workshops and storage areas via the ventilation system

Industrial Risk Management



Industrial risk refers to accidental events that may occur on an industrial site involving hazardous products and/or processes, potentially causing serious immediate consequences for employees and the environment. To limit such risks and their impacts, our Pamiers site is classified as an ICPE (Installation Classified for Environmental Protection) and operates under official authorization.

In collaboration with DREAL, we have developed a Fire Defense Plan (PDI) that outlines our roadmap for industrial risk prevention and management. This includes:

Raising awareness, training, and empowering employees

Integrating industrial safety as early as possible in the design of installations

Planning regular drills to better handle emergency situations

Conducting regular internal audits

We strive to communicate with maximum transparency regarding industrial safety, both internally and externally, to maintain trust with employees, local authorities, and neighboring

communities.

A specific protocol also outlines procedures in case of chemical spills to limit pollution. From the design phase of our production site, we implemented measures to address potential pollution (e.g., from fire extinguishing water or chemicals):

Buildings are embedded 40 cm into the ground, serving as a 5,500 m³ retention basin

An emergency shut-off valve lowers to retain polluted water collected outside via drainage systems

Four hydrocarbon separators treat runoff water before it is collected in a 360 m³ buffer tank, reserved for firefighter use

Biannual groundwater monitoring upstream and downstream of the water table is conducted by an accredited organization to ensure soil remains uncontaminated

A preventive maintenance plan is managed via a CMMS (Computerized Maintenance Management System) to keep installations in good condition and address potential issues proactively

3. Promote Quality of Life at Work



Quality of Life at Work (QLW) is a key factor in enhancing the company's attractiveness, boosting creativity, engagement, motivation, and employee retention, as well as preventing psychosocial risks and reducing absenteeism. Numerous initiatives are carried out within the company to improve the work environment and conditions.

COLORIS® is committed to a proactive approach to risk prevention, working conditions, and more broadly, Quality of Life at Work. This approach includes, among other things, investment in risk assessment (Single Risk Assessment Document), onboarding of new employees, communication of safety instructions (job descriptions, signage), and team training.

All these actions are carried out in partnership with employee representatives (Social and Economic Committee – CSE) to promote social dialogue within the company.

As part of our QLW commitments, and to help everyone better balance their professional and personal lives, we have implemented the following measures:

Strengthening the right to disconnect through concrete actions such as disabling access to the company network on Sundays and sending alert

messages when emails are sent outside of working hours;

Enhancing managerial capabilities to empower managers in team management (with the provision of an HRIS software to conduct professional interviews, manage training, and deploy continuous improvement actions).

In addition to these initiatives, we have chosen to improve the living environment within the company. The goal is to make the workplace pleasant and attractive. Our actions include:

Free hot (coffee, hot chocolate, tea) and cold (syrup) beverages available to all employees across all sites (around 50 people), as well as to all external service providers (subcontractors, transporters);

An outdoor picnic area for employees to have lunch or hold meetings;

Modern art paintings and murals brighten up our administrative and production sites;

A foosball table has been installed in the break area;

A special family open house day was organized; Holiday celebrations are held at each site at the end of the year.

Murals created by artists that decorate the walls of the company





Indicators

Objectives

2023

ACCIDENTS

Number of workplace accidents (with and without time off)

Number of days off due to workplace accidents

Severity rate

Frequency rate

Zero accident

Zero day

0.8

13.1

1

3

0.8

28.56

DIVERSITY & INCLUSION

Number of employees as of December 31

Full-time equivalent (FTE) temporary workers

Number of hours worked

Average seniority

Rate of underage workers (-18 years old)

Rate of employees with disabilities

Percentage of female employees

Percentage of male employees

Rate of employees covered by health and welfare insurance

Rate of employees covered by worker representation

Rate of employees covered by a collective bargaining agreement

Number of training hours completed

Average training hours per employee

Turnover rate

Absenteeism rate

Zero

50/50

50/50

100%

100%

100%

x > 10 hours

5% > x < 20%

48

1.22

35 014 hours

10.52 years

0

2.08%

42%

58%

100%

100%

100%

458 hours

10 hours

10.40%

0.02%

NCIDENTS

Number of alerts related to child labor, forced labor, or human trafficking

Number of alerts related to harassment

Number of alerts related to discrimination

Zero alert

0

0

0

ENGAGEMENT

Percentage of employees trained on social and human rights topics (e.g., child labor, diversity, inclusion)

Number of audits conducted to detect child or forced labor

Percentage of employees trained in safety (eco-driving, fire safety, etc.)

Percentage of sites certified ISO 45001

25%

1

> 60%

33%

20.83%

0

78%

0%



2024

Objectives

2025

0	0
0	0
0	0
0	0
51	50
1.33	1.3
35 294 hours	35 300 hours
9.64 years	10 years
0	0
1.96%	2%
41%	45%
59%	55%
100%	100%
100%	100%
100%	100%
439 hours	450 hours
9 hours	10 hours
21.20%	15%
3.08%	2%
0	0
0	0
0	0
54.90%	70%
0	1
48%	60%
0%	33%

TAKING ACTION

ON

RESPONSIBLE

ETHICS



1. Embracing Diversity Within Our Teams



Deeply committed to diversity, COLORIS® is dedicated to valuing the complementarity that our differences bring. We view diversity as a driver of performance, creativity, and innovation.

The COLORIS® Group is proud to include five different nationalities among its workforce.



SENIORITY IN 2024



Some Key Figures



Gender equality analysis

Year	Women	Men	Total	% W	% M
2018	15	30	45	33 %	67 %
2019	17	31	48	35 %	65 %
2020	18	32	50	36 %	64 %
2021	21	31	52	41 %	59 %
2022	22	31	53	42 %	58 %
2023	21	26	47	45 %	55 %
2024	21	30	51	41 %	59 %

In 5 years :
**Nombre of women stable
+ 4 men**

41%



59 %



Intergenerational balance, gender equality in the workplace, and respect for gender parity are essential pillars of our commitment, and we are proud to actively contribute to these efforts.

For the past three years, as part of our disability awareness initiative, we have been running a campaign for all employees, featuring videos and quizzes to promote understanding and inclusion.

2. Human Rights and Anti-Corruption Efforts



The COLORIS® approach places people at the heart of its priorities. Its growth is aligned with Human Rights and is supported by vigilance, precautionary measures, and thorough checks.

This commitment is reflected in the implementation of charters and policies consistent with these principles:

Code of Conduct
Privacy Charter
Data Security Charter
Anti-Corruption Policy
Anti-Discrimination Policy
Responsible Purchasing Policy

The Code of Conduct, shared across all COLORIS® sites and accessible to everyone via the company network, formalizes our ethical, social, societal, and environmental commitments. It promotes fair practices and sets the framework for partnerships across the company, especially in commercial relationships with clients and suppliers.

This led to the development of a Responsible Purchasing Policy, aimed at raising awareness among COLORIS® employees about ethical principles. This policy outlines the behavioral guidelines that should inform our actions and decisions, bringing our values to life on a daily basis.

In particular, for our anti-corruption, anti-fraud, and anti-discrimination policies, designated representatives have been appointed for various issues such as harassment and disability, ensuring that no misconduct goes unchecked. Since their implementation in 2018, no violations have been reported. With support from the Human Resources Department, annual monitoring is carried out using specific indicators.

Our operations rely heavily on the procurement of raw materials and packaging. The quality of relationships COLORIS® maintains with its suppliers is key to securing long-term supply

chains. The company is committed to building sustainable relationships with suppliers worldwide, based on mutual interest, trust, and shared CSR commitments. This approach integrates CSR as a genuine selection criterion for suppliers, alongside quality, cost, and delivery timelines. We expect our suppliers to uphold the Group's ethical and CSR principles.

COLORIS® requires all suppliers to sign a Declaration of Integrity, committing to respect labor standards and human rights, and to have a management system in place for Health, Safety, and Environment. Additionally, the Purchasing Department must follow a Responsible Purchasing Process covering environmental issues, anti-corruption, anti-fraud, labor practices, and human rights.

COLORIS® defines and applies criteria for evaluating, selecting, monitoring, and reassessing service providers. These criteria are based on their ability to deliver products and services that meet our requirements.

Finally, recognizing that information security is a critical issue, COLORIS® maintains strict vigilance over data protection. A supervisory board has been established by the Finance and IT Department to oversee this area.

Indicators Objectives 2023 2024 objectives 2025

AUDIT

Percentage of sites having implemented an anti-corruption system, an IT system audit
Internal audits carried out on information security
Number of external audits on information security

100%

at least 1 audit/year
at least 1 audit/year

100%

1
1

100%

1
1

100%

1
1

INCIDENT

Number of confirmed incidents related to ethics
Number of alerts regarding corruption
Number of reported cases of problems or violations of information security

Zero accidents

0

0

0

0

0

0

0

0

0

ENGAGEMENT

Percentage of staff trained in ethics and anti-corruption
Percentage of employees trained in information security

20%

14.58%

20%

20%

20%

14.58%

20%

20%



PROMOTE SUSTAINABLE DEVELOPMENT THROUGHOUT OUR VALUE CHAIN





1. Our Responsible Purchasing Approach



As part of our commitment to sustainable development and corporate social responsibility (CSR), we strive to promote responsible purchasing practices. These practices aim to integrate social, environmental, and ethical criteria throughout our supply chain. This report presents the initiatives we have implemented to ensure responsible purchasing, as well as the integrity declaration we require our suppliers to adhere to.

Our responsible purchasing policy is based on several key pillars:

Supplier Selection

We select our suppliers based on strict criteria that include compliance with social and environmental standards, as well as respect for human and labor rights.

Supplier Integrity Declaration

To ensure that our CSR values and commitments are shared and respected by all our business partners, we have implemented an integrity declaration that each supplier must sign. This declaration covers the following points:

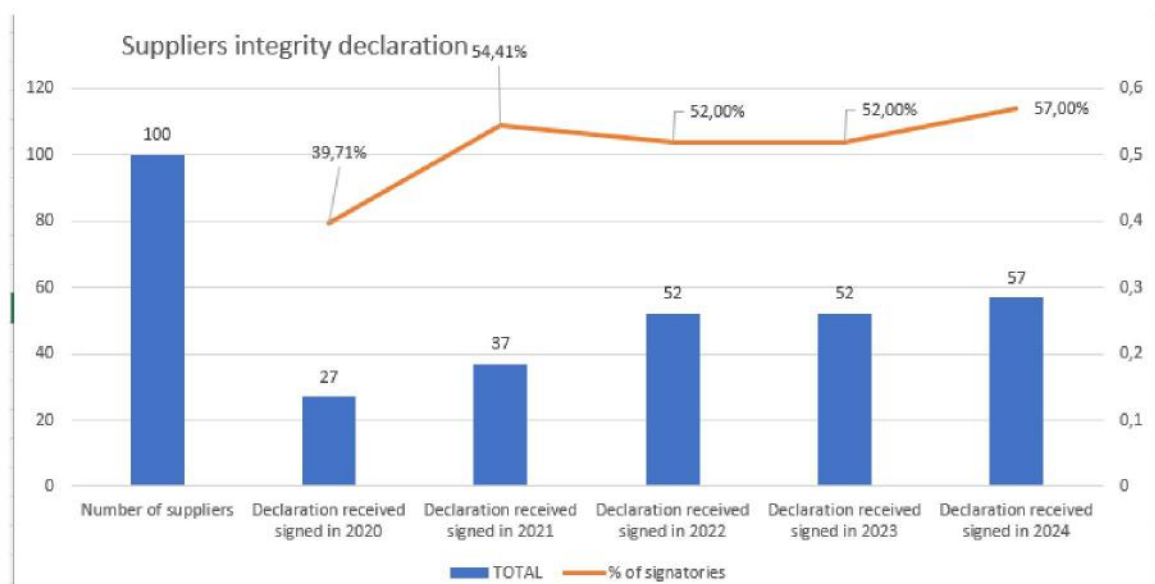
1. Respect for Human Rights: Suppliers must commit to respecting the fundamental rights of their employees, including the prohibition of

forced labor and child labor.

2. Decent Working Conditions: Suppliers must provide safe and healthy working conditions, comply with legal working hours, and pay their employees fairly.

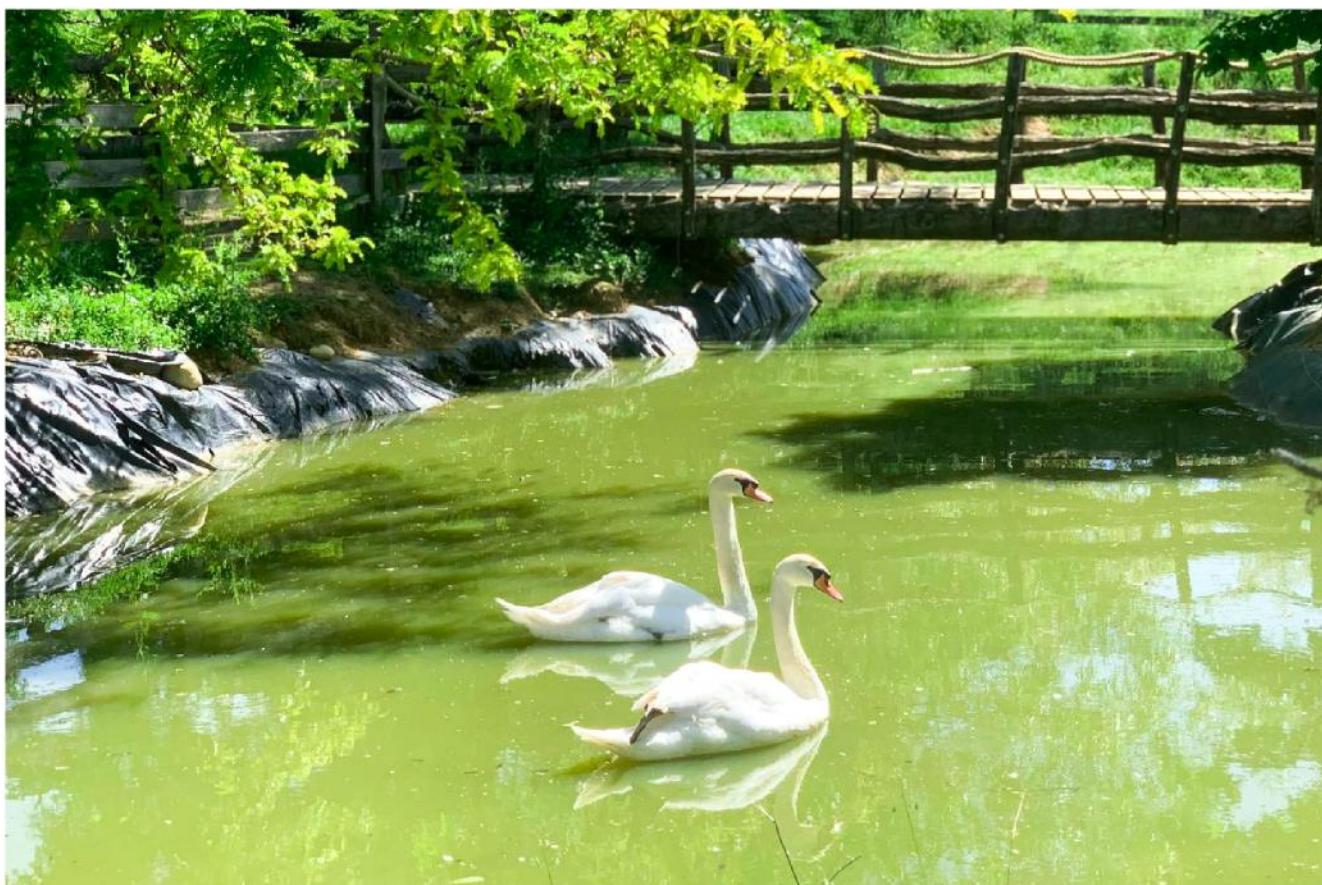
3. Environmental Responsibility: Suppliers must adopt environmentally friendly practices, including responsible management of natural resources, waste reduction, and limiting pollutant emissions.

4. Ethics and Transparency: Suppliers must conduct their business with integrity, avoid any conflict of interest, and demonstrate transparency in their commercial and financial practices. For example, we exclude conflict minerals (3TG) from our supplier choices. Our commitment to responsible purchasing is a central element of our CSR strategy. By integrating strict sustainability and ethical criteria into our supply chain, we aim to minimize our environmental impact and promote fair social practices. The supplier integrity declaration is a crucial tool to ensure that our partners share and respect these values. We will continue to work closely with our suppliers to build a more sustainable and equitable supply chain.





2. Local Life



COLORIS® contributes to the sustainable socioeconomic development of the regions in which it operates through the creation of direct and indirect jobs and the development of skills (recruitment and training of local staff, knowledge transfer, procurement of local goods and services, and support for local industrial networks).

Services carried out on our sites (construction, inspections...) are contracted with local companies from the region. Long-term partnerships are established: we strive to build and strengthen genuine relationships of trust with our partners.

Our ambition is to ensure that our activities and societal

commitment create value.

Some examples of local and sustainable practices:

The available land reserve on the industrial site is currently being used for the construction of a storage unit. 100% of the selected service providers are located within 100 km of the site.

We provide broken pallets free of charge to the association AUTISM'PRO LES JARDINS BLEUS. Members of the association, who are affected by autism and face social integration challenges, recover the wood from these pallets to make crates for local farmers. The association then offers vegetable baskets.

For the maintenance of green spaces at the production site, we work with the ADAPEI association of Ariège, which employs workers with disabilities. In doing so, COLORIS® contributes to the fight against exclusion and discrimination of people with disabilities.

A vegetated plot has been dedicated to eco-grazing with sheep. A local farmer remains the owner of the animals and provides veterinary and maintenance services to COLORIS®. This initiative is fully aligned with the current challenges of French agriculture.

3. Transparency from Supplier to Consumer



Our transparency, based on ethics, includes:

- Quality control inspection reports
- Corrective and preventive actions
- Annual audits of our sites
- Information on the sourcing of our raw materials
- Assurance of compliance and certification

Traceability, an effective method for ensuring transparency.

It allows us to ensure the quality of our product journey. From raw materials to packaging, including manufacturing and logistics, everything is scanned. This way, any anomaly can be quickly identified and corrective actions are implemented immediately.

“

We practice transparency across the entire value chain.

”

Our R&D team chooses the most eco-responsible raw materials and technologies possible. We limit the use of substances classified as CMR on our site

All our Colorants developments are based on customer requests, which are increasingly demanding in terms of eco-responsibility.

Research & Development

Procurement

Supplier selection is based on the required technical specifications, but also takes into account the criteria of our purchasing policy.

Manufacturing

Our manufacturing process is designed to generate as little waste as possible. Notably, we have a wastewater recycling station for the washing operation.

Supply chain

Our packaging is chosen to reduce environmental impact. All our transporters comply with the EURO6 standard

Customer request



4. The Customer at the Heart of All Our Decisions

We provide our customers with:

Clear and readable labeling
Our ISO 9001, ISO 14001, EFFCI certificates and our ECOVADIS scorecard
The possibility to audit us on-site
Secure access to Safety Data Sheets (SDS)
Batch traceability via barcode. Each year, we conduct a survey based on several criteria to implement actions that help us improve and, above all, satisfy our customers.

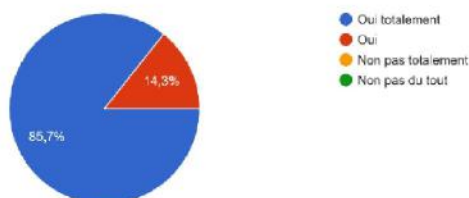
**Our priority:
Customer
satisfaction**

Product quality

France :

La qualité de nos produits répond-elle à vos attentes ?

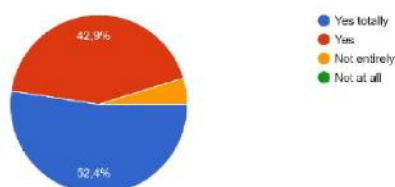
14 réponses



Export :

Are you satisfied with the efficiency of your administrative and logistical order processing ?

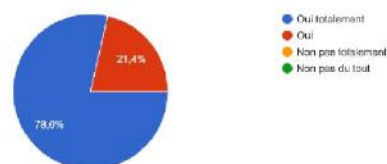
21 réponses



France :

Êtes-vous satisfait de l'efficacité du traitement administratif et logistique de vos commandes ?

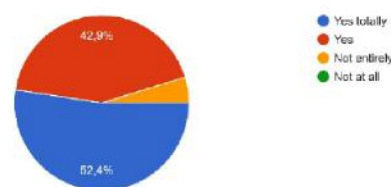
14 réponses



Export :

Are you satisfied with the efficiency of your administrative and logistical order processing ?

21 réponses

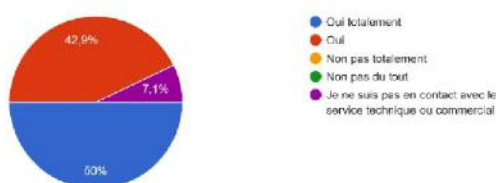


Technical and commercial support

France :

Êtes-vous satisfait de notre accompagnement technique et commercial ?

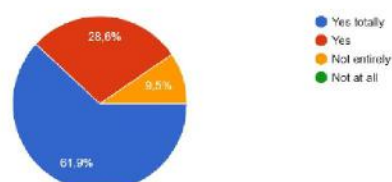
14 réponses



Export :

Are you satisfied with our technical and commercial support ?

21 réponses



Indicators

Objectifs

2023

2024

Objectives 2025

Responsible Purchasing

Share of suppliers who have signed the charter

60% % of suppliers by 2025 to sign the integrity declaration and anti-corruption policy

52%

57%

60%

Share of suppliers certified ISO 14001
Share of suppliers evaluated by ECOVADIS (covered by a CSR assessment)

70%

25%

63%

70%

50%

22%

47%

50%

Rate of targeted suppliers with contracts containing clauses on environmental, labor, and human rights requirements

60%

52%

57%

60%

Share of raw materials containing conflict minerals (3TG)

0%

0%

Share of women in leadership positions among our suppliers

0%

0%

4%

5%

Share of minorities in leadership positions among our suppliers

2%

3%

Percentage of purchases made in France

50%

48%

48%

48%

Percentage of purchases made in Europe

95%

93%

93%

93%

Average payment time

60 days

60 days

60 days

60days

Rate of suppliers paid on time

98.5%

98,54%

98,3%

98,5%

Share of PCR packaging / total plastic packaging

55%

0%

37.86%

55%

Percentage of staff trained in responsible purchasing

22%

16,67%

20%

22%





Coloris Global Coloring Concept

COLORIS®

Written by Christine Milani &
Marion Dieudonné
Photos by Céline Brebion
With warm thanks to all the
members of the COLORIS® team
who contributed to this 2025
edition.

Centre de Recherche
R&D Center

